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ABSTRACT

As a follow-up to studies by McKechnie (1974) and Marano (1976), the relation of self-report questionnaire measures of worker motivation and temperament to similar measures of participation in leisure activities was explored. One sample of 72 college students was given worker motivation and temperament questionnaires. A second sample of 126 college students was given the worker motivation questionnaire and a leisure activities questionnaire. All data were subjected to component analysis. In the first sample, analysis for both men and women showed two components, directive-nondirective and carefree-conscientious, which account for the intercorrelation of six worker motivation scores and five temperament scores. In the second sample, the directiveness motivation component is positively associated with actualizing activities in men, and with crafts/domestic and/or feminine in women. The carefreeness component is positively associated with sensation-seeking in men and with social activity in women. Carefreeness is negatively associated with crafts/artistic for both sexes. Results show neither the substantial relations reported by Marano (1976) nor the sex diversions found by McKechnie (1974), possibly due to the utilization of college student samples whose opportunities to engage in various leisure activities may be limited. (Author/NRB)

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Leisure Activities, Worker Motivation, and Temperament in Men and Women

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This study explored the relation of self report questionnaire measures of worker motivation and temperament to similar measures of participation in a wide variety of leisure activities. Two previous studies provided findings which were important in relation to the present study. These were the studies by McKechnie (1974) and by Marano (1976).

The McKechnie study focused directly on leisure activities. A self report questionnaire was used to explore the underlying dimensions in participation in a wide variety of leisure activities. Data came from a large random sample of adults in a California community. The underlying dimensions were identified by use of factor analysis. Six dimensions were discovered and tentatively named: mechanical, intellectual, sports, glamour sports, crafts, and slow living.

The Marano study also involved a large random sample of adults (in Hawaii) and multivariate data analysis techniques. In contrast to the McKechnie study, however, Marano explored the relation of self concept to leisure activities. In the abstract of his study, Marano reports that he found very substantial relations of this sort.

The present study made use of three questionnaires and two samples. The three questionnaires were a leisure activities questionnaire, a worker motivation

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questionnaire, and a temperament questionnaire made up of items from several sources. The leisure activities questionnaire was derived from a leisure activity classification system devised by Overs, O'Connor, and DeMarco (1972). It contained 188 items each dealing with participation in a particular leisure activity such as "playing baseball" or "power boating." The worker motivation questionnaire was the questionnaire developed by Wherry and South and described in their article in Personnel Psychology (1977).

The temperament questionnaire made up of items from several sources was a combination of Gordon's (1970) bureaucratic orientation items, Rotter's (1966) locus of control items, Guilford and Zimmerman's (1949) restraint items, and Smith's (1973) achievement items. Rotter's pairs of statements were each broken into two separate items and a strongly agree-agree-uncertain-disagree-strongly disagree response format was used for all items. The items were also put in a random order within the questionnaire.

One sample provided data by responding to the worker motivation questionnaire and the temperament questionnaire made up of items from several sources. The second sample provided data by responding to the worker motivation questionnaire and the leisure activities questionnaire. Both samples were made up of college students in upper division undergraduate courses. The students in the worker motivation-temperament sample came from two classes, one taught in the Fall of 1978 and the other in the Spring of 1979. The students in the worker motivation-leisure activity sample came from four classes, two taught in the Spring of 1979 (one of which also supplied worker motivation-temperament data), one taught in the Fall of 1979, and one taught in the Spring of 1980. The number of students was 72 for the first sample and 126 for the second.

Data obtained from both samples were subjected to principal component analysis followed by varimax rotations. This provided the complete analysis

for the worker motivation-temperament data. Following principal component analysis and varimax rotation based on the six worker motivation scores in the second sample, rotated component loadings were computed for each of the leisure activity items. Leisure activity items with rotated component loadings of .20 or more were selected and subjected to a secondary principal component analysis followed by varimax rotation. The results of this secondary analysis were then used to group the leisure activity items.

In every case, analysis began with separate results for men and women. In the first sample, the results were sufficiently similar so data for men and women were combined for a final overall analysis. In the second sample, data for men and women were kept separate throughout all phases of the analysis.

The results for the worker motivation-temperament sample are shown in Table 1. Two rotated components were found to account for the intercorrelations of six worker motivation scores and five temperament scores. The rotated components were provisionally labelled directiveness and carefreeness. The opposite pole on the directiveness dimension might be called nondirectiveness, and the opposite pole on the carefreeness dimension might be called conscientiousness. Five of the six worker motivation scores have high loadings only on the directiveness component, and two of the temperament scores, bureaucratic orientation and internal locus of control, have similar pattern of loadings. Only the worker motivation score reflecting concern with pay has a high loading only on carefreeness and three temperament scores, external locus of control, restraint, and achievement, have a similar pattern of loadings.

The internal locus of control and external locus of control scores have a low negative intercorrelation (-.17). As already indicated, these

two scores also have very different patterns of loadings across the two components.

The results for the men in the worker motivation-leisure activity sample are given in Table 2. The worker motivation component loadings are shown for the worker motivation scores (at the top of the table) and for the leisure activity items. The leisure activities items are grouped under six headings in this table which are based on the secondary component analysis. From top to bottom these six headings are: (1) actualizing activities, (2) sensation seeking/dramatics, (3) sports, (4) radio and TV, (5) crafts: art, and (6) games, gardening, and handcraft. Actualizing activities are mostly positively associated with the directiveness motivation component. Sensation seeking/dramatic activities are associated in what appears to be a meaningful way with both motivation components (i.e., directive men are <u>not</u> sensation seekers, but carefree men are inclined toward sensation seeking). Sports, radio and TV, and crafts: art are negatively associated with carefreeness. Finally, the results for games, gardening, and hand crafts are difficult to interpret.

The comparable results for women in the second sample are given in Table 3. This table has the same format as Table 2. The six leisure activity headings in this case are: (1) crafts: domestic and/or feminine, (2) social activity, (3) radio and TV, (4) crafts: artistic, (5) outdoor, games, and weight lifting, and (6) sports and crafts. Crafts: domestic and/or feminine are mostly positively associated with the directiveness motivation component. Social activity and radio and TV are mostly positively associated with the carefreeness motivation component. Crafts: artistic are mostly negatively associated with the carefreeness motivation component. The pattern of association of the motivation components and the leisure activity items under the last two headings is difficult to interpret (except that

directive women appear to participate in outdoor and weight lifting activities while carefree women avoid other activities in this category).

Results for men and women in Tables 2 and 3 are similar in several ways. The directiveness motivation component is positively associated with actualizing activities in men and with crafts: domestic and/or feminine (which may be actualizing activities) in women. The carefreeness motivation component is positively associated with sensation seeking in men and with social activity in women. The carefreeness motivation component is also negatively associated with crafts: artistic in both men and women. The results for men and women are mostly contrary, however, as far as the association between the carefreeness component and radio and TV activities is concerned.

The results show neither the substantial relations reported by Marano (1976) nor the six dimensions found by McKechnie (1974). The lack of more substantial relations may be due to the utilization of college student samples. Young adults in college may be particularly susceptible to peer pressure in selecting leisure activities. Moreover, their opportunities to engage in various leisure activities may be somewhat more limited than in the middle adult years. Thus, the weak relations found in this study may grow stronger and more meaningful as those who have been studied grow older.

The failure to confirm all of the McKechnie dimensions is probably due in part to the secondary nature of the leisure activity component analysis. The separate analyses for men and women may also be involved because McKechnie did only one analysis in which data from men and women was combined. Finally, the different results may be due to some extent to the special characteristics of the college student samples which have been previously discussed. Recognizing the influence all of these differences between the McKechnie study and the present study, it is encouraging to note that at least some of the leisure

activity headings in Tables 2 and 3 are similar to McKechnie's factors.

In reviewing McKechnie's questionnaire and research in the Mental Measurements Yearbook Campbell criticized McKechnie's attempt to link the dimensions of leisure activities to general temperament traits. In place of investigating and utilizing such linkages, Campbell advocated emphasis on the study of leisure activity dimensions per se to develop the kind of framework for understanding leisure activity interests that is embedded in the Strong Campbell Interest Inventory for vocational interests.

The study of leisure activity-temperament linkages and the study of the dimensions of leisure activities per se are two separate problems. Both of these problems are interesting and important in their own right and both have significant implications. Now that the methodology exemplified but the present study has been developed and tested with college students, the time is ripe for use of the same methodology to continue the exploration of leisure activity-temperament trait relations in other age groups -- especially men and women in the middle adult years.

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Table 1

College Men and Women Motivation Component Loadings for Work Motivation and General Temperament Variables.

(decimal points omitted; loadings less than 35 omitted; N=72)

Variables	Directiveness Component	Carefreeness Component
Work motivation: actualization	79	
Work motivation: activity	80	
Work motivation: attainment	86	
Work motivation: status	82	
Work motivation: appreciation	70	
Work motivation: pay		70
Bureaucratic orientation	52	
Internal locus of control	39	
External locus of control		85
Restraint		-64
Achievement		-54

Table 2

College Men Motivation Component Loadings for Work Motivation and Leisure Activity Variables

(decimal points omitted; loadings less than 20 omitted; N=57)

Directiveness Component		Carefreeness Component	
	WORK MOTIVATION		
90	Attainment	89	Pay
86	Actualization	68	Appreciation
78	Activity	35	Status
64	Status	32	Activity
43	Appreciation		
	ACTUALIZING ACTIVITIES		
26	Weight lifting	32	Auto maintenance and repair
21	Interior or exterior painting		
20	Hunting small game		
20	Furniture and woodworking		
	SENSATION SEEKING/DRAMATICS		
-40	Viewing soap operas	29	Sailboating
-34	Sailboating	27	Nightclubbing
-29	Charades	21	Dining out
-27	Being in plays		
-27	Badminton		
-26	Camping in a motor vehicle		
-25	Floral arrangements		
-23	Guessing games		
-21	Power boating		
	SPORTS		
30	Wrestling	-39	Baseball
28	Track and field	-35	Arm or leg wrestling
		-29	Watching in person
		-27	Basketball
		-26	Golfing
		-25	Table tennis
		-22	Tennis
	RADIO AND TV		
25	Crossword puzzles	-30	Listening to newscasts
		-25	Viewing talk shows
		-23	Viewing dramatic shows
	CRAFTS: ART		
		-41	Sketching pictures
		-36	Painting pictures
		-32	Lettering
		-26	Drafting
	GAMES, GARDENING, AND HAND CRAFTS		
-31	Flower gardening	-33	Knot making
-26	Vegetable gardening	-32	Playing dominals
-26	Backpacking	-25	Working math puzzles
		-25	Clothes making
		-23	Playing monopoly
		-22	Spelling games
		-21	Playing bridge

Table 3

College Women Motivation Component Loadings for Work Motivation and Leisure Activity Variables

(decimal points omitted; loadings less than 20 omitted; N=69)

Directiveness Component		Carefreeness Component	
	WORK MOTIVATION		
89	Attainment	82	Pay
88	Activity	81	Appreciation
81	Actualization	67	Status
36	Status	36	Actualization
22	Appreciation	20	Activity
	CRAFTS: DOMESTIC AND/OR FEMININE		
36	Vegetable gardening	-26	Floral arranging
28	Collecting antiques		
26	Decorating		
24	Cooking		
	SOCIAL ACTIVITY		
21	Golfing	28	Nightclubbing
		-26	Meeting with cultural groups
		22	Dining out
		20	Visiting friends or relatives
	RADIO AND TV		
20	Listening to newscasts	34	Viewing soap operas
		24	Viewing dramatic shows
	CRAFTS: ARTISTIC		
		-34	Writing music
		-30	Lettering
		-22	Drafting
	OUTDOOR, GAMES AND WEIGHT LIFTING		
33	Observing Wildlife	-29	Doing electrical work
30	Observing scenery	-26	Playing darts
-25	Spelling games	-25	Playing dice games
20	Weight lifting		
	SPORTS AND CRAFTS		
-36	Power boating	28	Hooking, crocheting, etc.
-24	Water skiing	-23	Sledding
-24	Volleyball	-22	Interior or exterior painting
-23	Clothes making		